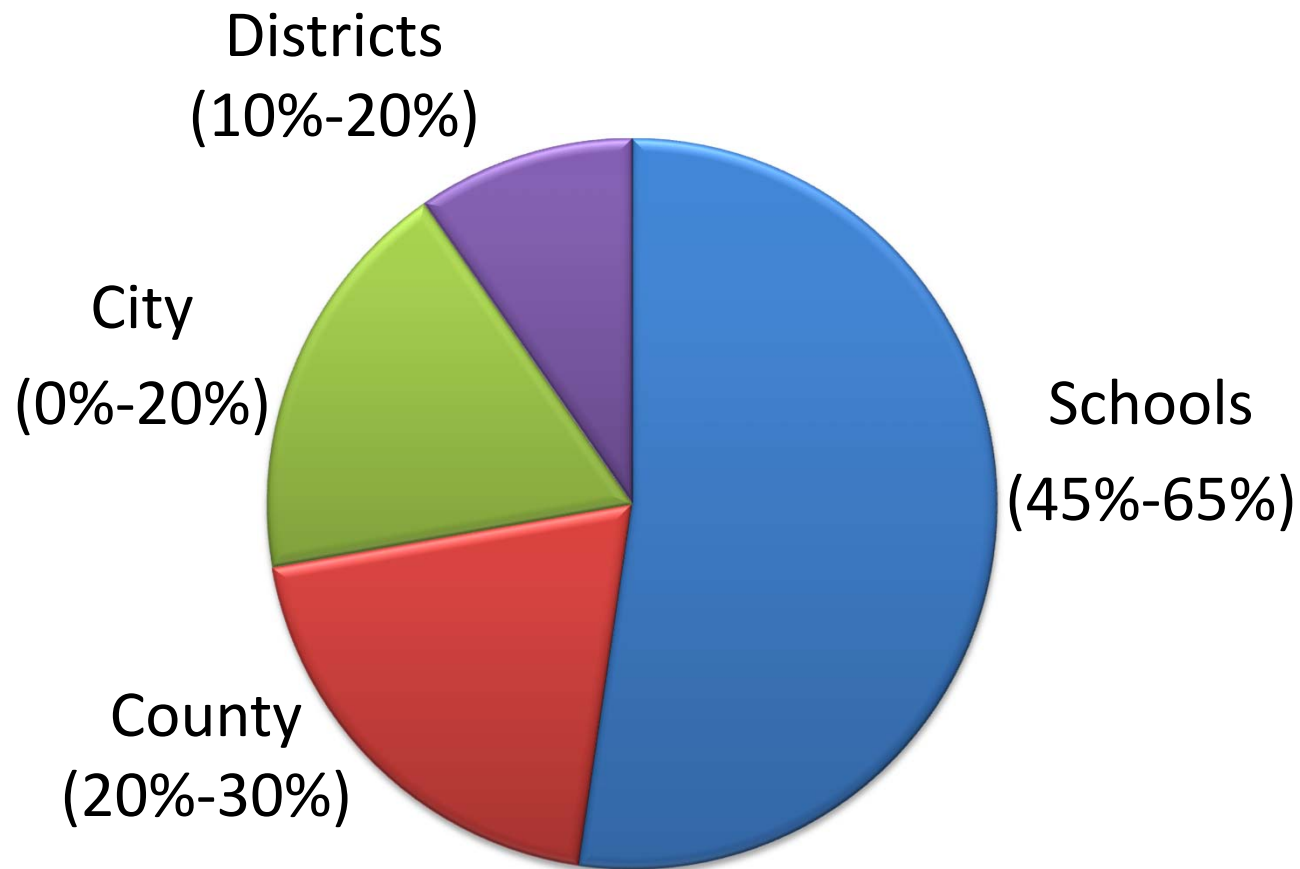


# Proposed Tax Increase

August 15, 2016

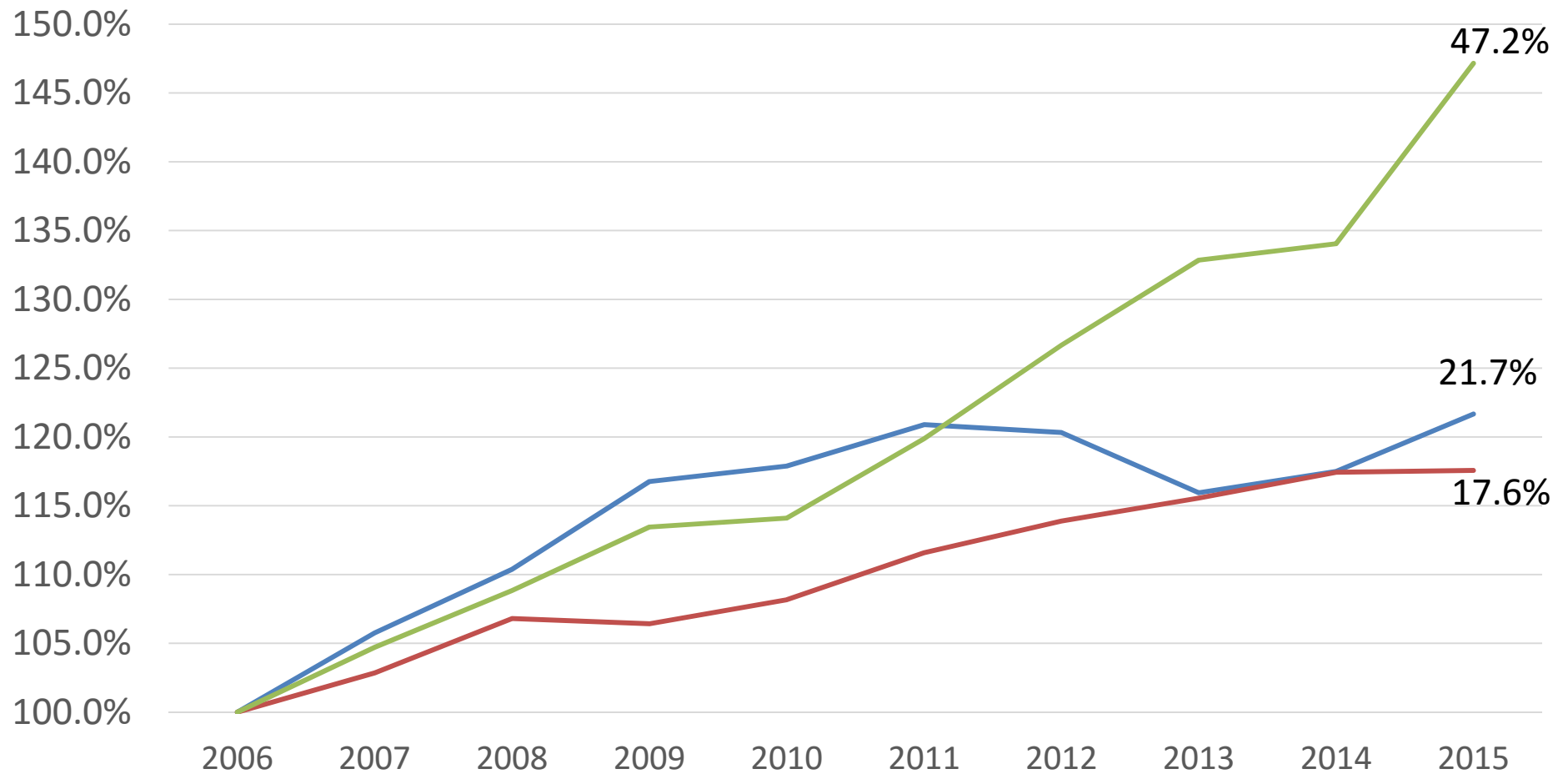
# What Do Property Taxes Pay For?



# Financial Management

- AAA bond rating from Fitch
- One of only two counties in Utah
- Top 70 of the 3,000+ counties nationwide
- Rainy Day Reserves are within industry guidelines

# Property Tax Revenue



—Property Tax —Inflation —Health Insurance

# Cost Savings

The County has undertaken several initiatives to reduce its operating costs:

- Consolidated Departments
  - Reduced department heads from 7 to 3
- Use of Technology
- Plan in place to end general fund subsidy of Parks and Recreation by 2020

# So why a tax increase?

- Employee compensation fallen behind the Northern Utah market
  - Leading to high turnover in our Sheriff's Office and other County Departments
- Capital Projects
  - Aging facilities and equipment require additional repair and maintenance

# Examples

- Deputy Sheriff in Northern Utah
  - High- \$43,513
  - Average - \$38,346
  - Weber County - \$34,778
    - Under the average by 10%

# Examples

- Sergeant in Northern Utah
  - High- \$74,429
  - Average - \$58,139
  - Weber County - \$54,184
    - Under the average by 7%

# Examples

- Lieutenant in Northern Utah
  - High – \$87,534
  - Average - \$71,335
  - Weber County - \$57,262
    - Under the average by 25%

# Impact

## **Effect of the low wages:**

- 20 percent turnover in the last 2 years
- Low pay was the primary reason given in the majority of the resignations.

# Other County Examples

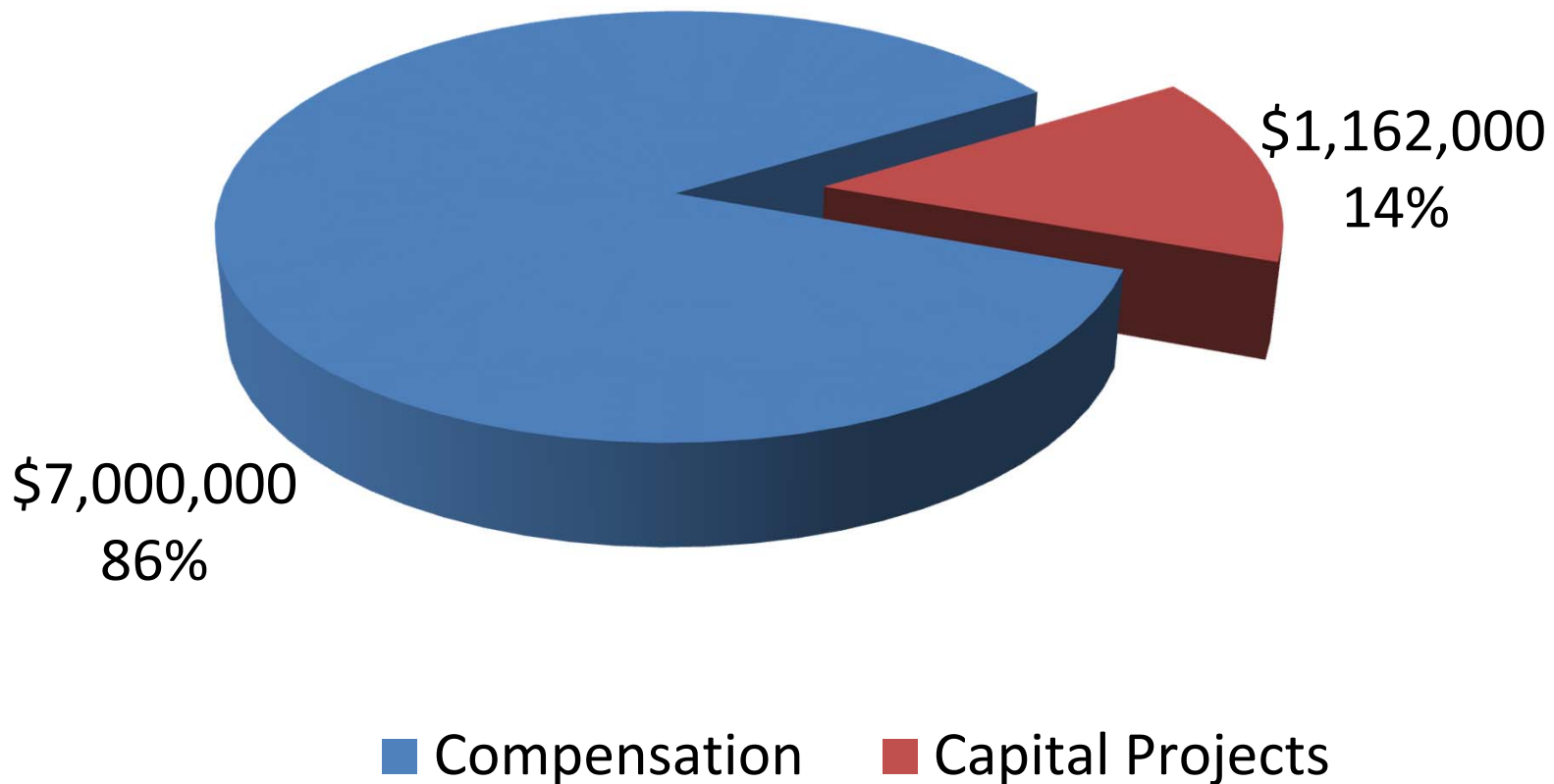
<b>Job Classification</b>	<b>Below Average</b>
Surveyors	28%
Clerical Workers	21%
Registered Nurses	16%
Engineers	12%
Equipment Operators	11%

# Capital Projects

- We have \$15 million worth of requested projects.
  - Parking structure
  - Sheriff radio system
  - Jail facility repairs
  - Ice Sheet roof repairs

# Proposed Tax Increase - \$8.16 Million

## How Will It Be Spent?



# Cost Per Resident

- Based on the average residence in Weber County
  - \$6.25 per month for primary residence
  - \$11.37 per month for Business

# Proposed Plan

## Employee Compensation:

Sheriff Office Adjustments	\$3,617,200
Other County Adjustments	<u>\$3,382,800</u>
Total	\$7,000,000

# Proposed Plan

**Adjust employee benefits to be more comparable to private sector**

- Phase out retirement health insurance benefits over 10 years
- County employees to pay a portion of their health insurance premium.

**Expected savings over 25 years - \$31,000,000**